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"Districting" and the Federal
Public Service.

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Document No. 1030E

M E M O R A N D U M

To: Commissioners
Co-Secretary: M. G. Lalande
Director of Research
Research Consultant

From: N. M. Morrison
Co-Secretary

September 7, 1966

Re: QUESTION #1354 IN THE HOUSE
ON MONDAY, AUGUST 29, 1966
RE "DISTRICTING" AND THE FEDERAL PUBLIC SERVICE

Attached, please find a copy of a question asked in the House of Commons by Mr. Ricard on August 29, 1966 (House of Commons Debate, Volume 111, No. 118, Question 1354) concerning centres in Canada where knowledge of both official languages will be necessary in order to hold a post in the Civil Service of Canada.

The answer given by the Hon. Judy V. LaMarsh, Secretary of State, referred to an answer previously given to a question asked by Mr. Richard Bell on March 3, 1966. Mr. Bell's question is also reproduced on the attached page.

We have secured and attached as well copies of the answer provided to Mr. Bell's question, which was tabled in the House on April 20 and not reproduced in Hansard because of its length. You will see that it is a fairly full explanation of Civil Service Commission policy for the guidance of their staffing officers. The Staffing Manual Appendix 7, which was included with the answer, sets out the population statistics (taken from the 1961 census) which are being used by the Civil Service Commission in applying their policies where an "official language minority" exists.

The information in the Staffing Manual Appendix is most pertinent to recent Commission's discussions,

and I think demonstrates that the Government has already adopted a "districting" principle to some extent. You will notice that depending on the percentage selected as the criterion a number of areas fall very close to the borderline. And, in fact, the Appendix includes a number of cases which are under the 10% limit, and appear to be listed to apprise the staffing officers of a significant grouping of the "official language minority". No doubt, with so many cases near the borderline, subsequent population shifts which will be revealed in the new census might change the overall picture significantly.

I think this material should be most useful at this point in the Commission's deliberations.

to the Commission

Encl.

and I think demonstrated that the Government has already adopted a "distorting" principle to some extent. The will not be able to depend on the postage returned as the return is made in some way very close to the border. And, in fact, the system includes a number of things which are under the list, and appear to be linked to the system of "official" and "unofficial" transactions of the "official" and "unofficial" system. The result, as I see it, is that the border is, in some respects, a "border" which will be revealed in the new system which changes the overall picture significantly.

I think this system should be seen as a
this point in the Government's deliberations.

W. W. W. W.

EXTRACT FROM THE HOUSE OF COMMONS DEBATES
VOLUME 111, NUMBER 118, FIRST SESSION,
22TH PARLIAMENT, AUGUST 29, 1966.

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✓ **CENTRES WHERE BILINGUALISM REQUIRED**

Question No. 1,354—Mr. Ricard:

What are the centres in Canada where the knowledge of both official languages will be necessary in order to hold a post in the civil service of Canada, according to the requirements of the declaration made by the Prime Minister on April 6, 1966, on the subject of bilingualism in the civil service?

Hon. Judy V. LaMarsh (Secretary of State):
I have been given the following information by the Civil Service Commission: Appendix No. 7 to the staffing manual of the Civil Service Commission has been compiled for the guidance of staffing officers in reaching decisions as to the official language composition of the clientele served by any given office. This appendix was submitted as an attachment to the answer to Mr. Bell's question No. 944, *Votes and Proceedings* No. 33, March 3, 1966.

EXTRACT FROM VOTES AND PROCEEDINGS OF THE
HOUSE OF COMMONS, NUMBER 33, MARCH 3, 1966

(This is the question referred to in
Miss LaMarsh's answer.....above)

No. 944—Mr. Bell (Carleton)—March 3

1. Has the Civil Service Commission established a procedure whereby up to 10% of the total selection rating score is being accorded to bilingual proficiency in certain areas?
2. If so (a) when was this procedure established (b) pursuant to what authority (c) in what areas (d) does the procedure have the approval of Her Majesty's Ministers?
3. Have instructions of a similar nature been given to Commission officers or other public servants performing selection duties under delegated authority of the Commission?
4. If so, what in detail is the nature of the instructions?
5. Were the staff organizations consulted before the procedure was established?
6. If so, when, under what circumstances, and with what result?
7. If not, for what reason?
8. Upon what basis of evaluation was the percentage of 10 chosen rather than another percentage?
9. Since the establishment of the procedure, what competitions have been held pursuant to the procedure, and what was the competition number in each case?
10. In each of these competitions, how many of the applicants (a) were bilingual (b) spoke one language only?
11. Who was the successful candidate in each competition?

CHAPTER II.

SECTION I. LANDS BELONGING TO THE GOVERNMENT.

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The lands belonging to the Government are divided into two classes, viz. (1) lands which are held in fee simple, and (2) lands which are held in fee simple subject to a right of redemption.

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CHAPTER III. LANDS BELONGING TO THE GOVERNMENT.

(This is the question referred to in the Report.)

SECTION I. LANDS BELONGING TO THE GOVERNMENT.

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4. It is to be noted that the lands which are held in fee simple subject to a right of redemption are divided into two classes, viz. (1) lands which are held in fee simple subject to a right of redemption, and (2) lands which are held in fee simple subject to a right of redemption.
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10. The lands which are held in fee simple subject to a right of redemption are divided into two classes, viz. (1) lands which are held in fee simple subject to a right of redemption, and (2) lands which are held in fee simple subject to a right of redemption.

(TABLED IN THE HOUSE OF COMMONS
ON APRIL 20)

1. Has the Civil Service Commission established a procedure whereby up to 10% of the total selection rating score is being accorded to bilingual proficiency in certain areas?

Answer:

The procedure established by the Civil Service Commission which calls for up to ten per cent of the gross attainable marks to be given for second official language skills is applicable in the case of competitions where the selection instruments include a numerical scoring device and where the position to be filled is located in an office which serves a clientele that includes a ten to forty per cent minority using one of the two official languages of Canada.

2. If so -

(a) When was this procedure established?

Answer:

This procedure is the most recent development in a gradual and evolutionary process put into effect by the Civil Service Commission to increase the level of bilingualism in the Public Service of Canada.

On April 2, 1962, the day after the coming into force of the Civil Service Act of 1961, the Commission issued a directive providing that proficiency in both official languages be required of all employees of a given office whenever 40% or more of the clientele served by that office is a minority using

1. Has the Civil Service Commission established a procedure whereby up to 10% of the total selection testing score is being accorded to bilingual proficiency in certain areas?

Answer:

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2. If so -

(a) When was this procedure established?

Answer:

This procedure is the most recent development in a gradual and evolutionary process that has been effected by the Civil Service Commission to increase the level of bilingualism in the Public Service of Canada.

On April 2, 1965, the day after the coming into force of the Civil Service Act of 1964, the Commission issued a directive providing that proficiency in both official languages be required of all employees of a given office whenever 50% or more of the clientele served by that office is a minority using

one of the two official languages; that whenever that minority numbers less than 40% of the total clientele of an office, the number of bilingual employees in that office shall be at least in the same proportion as the minority is to the total clientele of the office; and finally that immediate supervisors shall be sufficiently bilingual to give effective direction to their unilingual subordinates who speak only the other official language.

On June 17, 1964, the Commission issued a directive which stated in part that in cases where proficiency in both languages, although not immediately essential, is sufficiently useful (specifically to perform the total task without drawing upon the assistance of clients, colleagues, subordinates or translators) advertisements will specify that while bilingual skills are not an essential requirement, such skills or limited skills constitute a relevant asset and will be rated accordingly.

On June 15, 1965, the Commission issued a directive to the effect that all competition posters should contain a statement on the language requirements of the position (s) concerned. The directive stated further that while bilingual proficiency would not be considered an element of merit in areas where the minority language group is less than 10% of the population (unless such proficiency is essential to the discharge of the duties concerned), it would be considered an element of merit or as an additional asset in those areas where the minority language group is at least 10% of the population, whether or not there is an essential requirement for second official

language skills for the performance of the duties of the position concerned. Until recently, it was left to the selection boards to decide how bilingual proficiency would be rated when it was considered an additional asset.

The policy with respect to the procedure outlined in (1) above was enunciated on February 1, 1966.

(b) Pursuant to what authority?

Answer:

Pursuant to sections 47 and 33 of the Civil Service Act. Under Section 47, the Commission is given discretion to judge to what extent knowledge of the English language or the French language or both is required in order that a government department or office may perform its functions adequately and give effective service to the public. Section 33 in turn empowers the Commission to establish standards of selection which, in the context of Section 47, would include a factor relating to language proficiency.

(c) In what areas?

Answer:

Appendix Number 7 to the Staffing Manual of the Civil Service Commission has been compiled for the guidance of staffing officers in reaching decisions as to the official language composition of the clientele served by any given office. This appendix is reproduced as an attachment to this return.

(d) Does the procedure have the approval of Her Majesty's Ministers?

Answer:

Under the Civil Service Act, the Civil Service Commission has responsibilities of its own respecting the language composition of the Service, and the procedure was adopted by the Commission on its own decision. The Commission has now had the opportunity of examining the statement made by the Prime Minister on April 6, 1966, and has found no inconsistency between any of its established procedures and the government policies and principles on bilingualism in the public service.

3. Have instructions of a similar nature been given to Commission officers or other public servants performing selection duties under delegated authority of the Commission?

Answer:

Provisional instructions were included in the Commission's Staffing Manual that was distributed to Civil Service Commission Officers on March 4, 1966. The Commission's Staffing Manual was formally issued, in both official languages, to other public servants performing selection duties under delegated authority of the Commission on April 12, 1966.

4. If so, what, in detail, is the nature of the instruction?

Answer:

This instruction is to be found in several paragraphs of the Staffing Manual of the Civil Service Commission dated March

1966. The relevant paragraphs read as follows:

Para. 15. The Commission is charged with responsibility (section 47 of the Act) for ensuring that there are a sufficient number of employees in each department (and unit thereof) having skills in the use of English or French, or both, to service the public effectively, and to provide for effective conduct of the internal business of the various units. This is a substantial responsibility and requires deliberate and thorough enquiry in the course of reaching decisions.

Obviously, effective and expeditious handling of these decisions is dependent on the complete co-operation and determination of departmental officials; failing this, careful on-the-ground enquiry will be necessary.

(a) Staffing officers, in selection for each position, must make a soundly based decision on the language skills required in relation to

(i) the language composition of the clientele served by the office in order to establish the opportunity, if any, to use either or both of the official languages, and

(ii) the language composition of the unit in which the position is located in order to establish the particular language requirements, if any, pertaining to that unit.

(b) Where 40% or more of the clientele served by an office is a minority using an official language, all employees

in that office shall be sufficiently competent in the knowledge and use of both official languages to perform their functions adequately and to give effective service to the public.

- (c) Where 10% to 40% of the clientele served by an office is a minority using an official language, the number of employees sufficiently competent in the knowledge and use of both official languages shall be at least in the same proportion to the whole staff of that office as the minority is to the total number of persons served by that office.
- (d) In any office which employs unilingual persons, whether that office serves the public directly or not, the immediate supervisors of such persons shall be sufficiently competent in the knowledge and use of either or both official languages, as the case may be, to give effective direction to such unilingual persons.
- (e) Where 10% or more of the clientele served by any office is a minority using one of the official languages, skill in the other official language should always be regarded as an asset in the performance of duties and in the assessment of candidates.

Para. 16. The Commission is engaged in studies designed to establish quantitative criteria for assessing language-skill requirements in relation to the nature and level of positions.

Until these criteria are devised and tested, staffing officers probably can best relate language qualifications to the pattern of the educational requirements (e.g., if the minimum educational requirement is completion of elementary school and the position requires a knowledge of the second language, the incumbent must have skills in both languages to meet the requirements of the position). However, there are refinements that must be considered in relation to the nature of the duties (e.g., if the duties require none other than oral exchange, the capacity to read or write a second language is of lesser consequence).

Staffing officers in setting selection criteria must determine minimum requirements for language skills for each position, and this in respect of capacity for

- (i) Oral comprehension
- (ii) Speaking
- (iii) Reading
- (iv) Writing.

Para. 25. Assuming the analysis of required qualifications is thorough and complete before any attempt is made to select (see paragraph 13), the selection process is in large measure determined.

- (a) Staffing officers must, in selecting by examination or appraisal, strive to determine that all the essential qualifications are possessed by each candidate, and this to an appropriate degree for each qualification,

before concluding that he is suitable and deciding on his place in the order of merit of candidates (section 38(1) of the Act).

- (b) A qualification stated as being "desirable" or "an asset" is NOT to be interpreted as essential in the selection process. Where a numerical scoring device is used, appropriate marks reflecting the degree to which the "asset" qualification is possessed should be added to the marks gained in the measurement of the "essential" qualifications, provided the minimum requirements of the essential qualifications have been met.
- (c) Where a numerical scoring device is not used and "desirable" or "asset" qualifications cannot be quantified, the principle of collective judgement should be applied in judging the relevance of the asset qualification in determining order of merit.

Para. 27. In the assessment of candidates, provision must be made for full consideration of second language skills. Sometimes these are "essential", on other occasions "desirable" or "asset" qualifications. Tests for competence in the second language will be made using that language. When second official language skills are

"desirable" or "assets", such skills are to be considered as an element of merit as provided in paragraphs 25(b) and (c) and staffing officers shall ensure that rating procedures provide that credit be given in the following manner:

- (a) Where a numerical scoring device is used in the assessment of the qualifications of candidates, a factor of ten percent (10%) of the gross obtainable marks shall be used for the assessment of competence in the second official language, and while marks up to 10% may be awarded, there should be no minimum qualifying mark on this factor; or
- (b) Where selection is based on a collective judgement expressed in narrative form, priority in order of merit listing shall be given, other things being more or less equal, to the candidate who demonstrates a useful degree of competence in the second language.

- 5. Were the staff organizations consulted before the procedure was established?
- 6. If so, when, under what circumstances, and with what result?
- 7. If not, for what reason?

Answer to 5, 6 and 7

Because the Commission has not in the past consulted, or been requested to consult, with the Staff Associations on standards of selection, it did not consider it necessary to invite consultations before recognizing second official language skills as an element of merit in certain areas. At their request, however, the Chairman of the Commission met on February 8 last with the heads of the Civil Service Federation, the Civil Service Association and the Professional Institute on this matter. The Government also consulted with staff association representatives on March 23 and on April 6 on the same general subject.

8. Upon what basis of evaluation was the percentage of 10 chosen rather than another percentage?

Answer:

The Commission determined that bilingual proficiency should be accorded up to 10% of the total selection rating score, where a quantitative or numerical scoring device is used, rather than another percentage, because it considered that 10% would be sufficient to recognize the additional asset, but not great enough to handicap otherwise excellent candidates or give an undue advantage to bilingual candidates.

9. Since the establishment of the procedure, what competitions have been held pursuant to the procedure, and what was the competition number in each case?

Answer:

It is as yet too early to report upon the competitions being held pursuant to the procedure. However, by decision of the Commission, the procedure was followed in two individual competitions held in the latter part of 1965.

- (1) Senior Financial Adviser, Department of Transport,
Competition Number 65-680.
- (2) Director General of Administration, Department
of Defence Production, Competition Number
65-SR-APP-17.

10. In each of these competitions, how many of the applicants
(a) were bilingual?

Answer:

65-680 : 16 claimed to speak, read and write both languages
65-SR-APP-17: 7 claimed to speak, read and write both languages

- (b) spoke one language only?

Answer:

65-680 : 32 claimed to speak one language only.
65-SR-APP-17: 31 claimed to speak one language only.

11. Who was the successful candidate in each competition?

Answer:

- Mr. G.C. Tilley and Mr. D.R. Aitchison were the successful candidates in Competition Number 65-680.
- Mr. A.R. Bailey was the successful candidate in Competition Number 65-SR-APP-17.

April 18, 1966

LANGUAGE USAGE GUIDE

1. This appendix has been compiled for the guidance of staffing officers in reaching decisions as to the official language composition of the clientele served by any given office.

The percentages shown in this appendix have been compiled from the 1961 Census of Canada, Series 1.2, Population - Official Language and Mother Tongue, Bulletin 1.2-9, Dominion Bureau of Statistics, Catalogue 92-549 (Volume 1 - Part 2), and are the official figures from the 1961 Census of Canada for areas of 10,000 population or more, namely, counties, electoral districts, cities, towns and a few other incorporated areas with significant official language minorities. In many areas these figures may have altered to some extent since 1961 because of shifts in population resulting from changing economic conditions; staffing officers should, therefore, satisfy themselves that there have been no significant changes in the past five years before relying on the following statistics.

CANADA

2. (a) Total population: 58.5% English 28.0% French

PROVINCE OF NEWFOUNDLAND

3. (a) Total population: 98.6% English 0.68% French
(b) No areas with an official language minority of 10% or higher are indicated by the statistics available.

PROVINCE OF PRINCE EDWARD ISLAND

4. (a) Total population: 91.3% English 7.6% French
(b) Areas with an official language minority 10% or higher:
Prince County: 13.8% French
(c) The following should be noted:
Queens County: approximately 2% French.

PROVINCE OF NOVA SCOTIA

5. (a) Total population: 92.3% English 5.4% French
(b) Areas with an official language minority of 10% or higher:
(i) Counties
Inverness 23.3% French
Richmond 47.3% French
Digby 37.7% French
Yarmouth 32.8% French
(ii) Municipalities
Richmond 48.1% French

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF NOVA SCOTIA (Cont'd)

(c) The following should be noted:

| | |
|-----------------------|-------------|
| Town of New Waterford | 7.2% French |
| City of Sydney | 2.4% French |
| Sydney-Glace Bay | 2.2% French |
| City of Halifax | 2.3% French |
| Cape Breton (Mun.) | 2.0% French |

PROVINCE OF NEW BRUNSWICK

6. (a) Total population: 63.3% English 35.2% French

(b) Areas with an official language minority of 10% or higher:

(i) Counties

| | |
|----------------|---------------|
| Sunbury | 10.3% French |
| Victoria | 37. % French |
| Westmoreland | 40.5% French |
| Gloucester | 14.2% English |
| Kent | 15.1% English |
| Northumberland | 26.7% French |
| Restigouche | 38.2% English |

(ii) Municipalities

| | |
|-------------------|---------------|
| Edmundston | 10.5% English |
| Moncton | 32.2% French |
| Bathurst (parish) | 36.3% English |
| Moncton (parish) | 35.3% French |

(c) The following should be noted:

| | |
|--|--------------|
| Saint John County | 6 % French |
| Saint John (City) | 6.9% French |
| Lancaster | 8.5% French |
| Oromocto | 6.6% French |
| Saint John | 6.3% French |
| ("Metro" census division which includes areas of Saint John and Kings Counties, the cities of Saint John and Lancaster, the town of Rothesay and the parishes of Lancaster, Simonds, Rothesay, Westfield)- | |
| Madawaska | 5.1% English |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF QUEBEC

7. (a) Total population: 13.3% English 81.2% French
(b) Areas with an official language minority of 10% or higher:

(i) Counties

| | | |
|---------------|-------|---------|
| Bonaventure | 14.2% | English |
| Argenteuil | 30.4% | " |
| Chambly | 23.9% | " |
| Chateauguay | 26.9% | " |
| Compton | 20.1% | " |
| Gaspé West | 15.5% | " |
| Gatineau | 33.3% | " |
| Hull | 16.1% | " |
| Huntingdon | 40.0% | " |
| Laprairie | 13.4% | " |
| Missisquoi | 21.4% | " |
| Papineau | 12.9% | " |
| Rouville | 13.2% | " |
| Saguenay | 10.6% | " |
| St. Jean | 10.3% | " |
| Sherbrooke | 14.2% | " |
| Stanstead | 23.1% | " |
| Temiscamingue | 10.7% | " |
| Two Mountains | 17.9% | " |
| Vaudreuil | 23.6% | " |
| Pontiac | 41.7% | French |
| Brome | 43.7% | French |

(ii) Cities and towns 10,000 population and above

| | | |
|------------|-------|---------|
| Arvida | 11.1% | English |
| Gatineau | 11.7% | " |
| Magog | 11.1% | " |
| Noranda | 23.4% | " |
| Ste. Foy | 12.1% | " |
| St. Jean | 18.8% | " |
| Sept Iles | 10.4% | " |
| Sherbrooke | 10.5% | " |
| Sillery | 15.9% | " |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF QUEBEC (Cont'd)

(iii) Municipalities on the Island of Montreal

| | | |
|---------------------|-------|---------|
| Montreal | 17.1% | English |
| Montreal North | 13.1% | " |
| Lachine | 38.3% | " |
| LaSalle | 37.3% | " |
| Outremont | 22.4% | " |
| Pointe-aux-Trembles | 14.2% | " |
| Verdun | 39.4% | " |
| Beaconsfield | 12.3% | French |
| Dorval | 27.5% | " |
| Mount Royal | 25.7% | " |
| Pierrefonds | 36.5% | " |
| Pointe Claire | 18.7% | " |
| St. Laurent | 41.0% | " |
| Westmount | 20.3% | " |

(iv) "Montreal" may be the city of Montreal, the Island of Montreal, the metropolitan census division of Montreal, or the metropolitan postal area:

| Montreal | Official language minority | | Official language minority | |
|----------|----------------------------|--------------|----------------------------|--------------|
| | English | | French | |
| | Less than 10% | 10% and over | Less than 10% | 10% and over |

City -
(17.1% Eng.)
(67.7% Fr.)

| | | | | |
|--------------------|-----------------------------|-----------------------|---------------|----------------------------|
| Island of Montreal | N.D. de Liesse | Anjou | Montreal West | Pointe Claire |
| | Riviere des Prairies | Kirkland | Cote St. Luc | Beaconsfield |
| (24.0% Eng.) | Ste. Genevieve | Lachine | Baie d'Urfe | Dollard des Ormeaux |
| (62.8% Fr.) | LaSalle | Montreal | | Dorval |
| | St. Jean de Dieu | Montreal East | | Hampstead |
| | St. Leonard de Port Maurice | Montreal North | | Mont-Royal |
| | St. Michel | Outremont | | Pierrefonds |
| | St. Raphael de l'Ile Bizard | Pointe aux Trembles | | Roxboro |
| | | Ste. Anne de Bellevue | | Sennerville |
| | | St. Pierre | | Ste. Anne du Bout de l'Ile |
| | | Verdun | | St. Laurent |
| | | | | Saraguay |
| | | | | Westmount |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF QUEBEC (Cont'd)

7. (b) (iv) - (Cont'd)

| Montreal | Official language minority English | | Official language minority French | |
|---------------------|---------------------------------------|---------------|--------------------------------------|--------------|
| | Less than 10% | 10% and over | Less than 10% | 10% and over |
| <u>Metropolitan</u> | | | | |
| <u>29.3% Eng.</u> | | | | |
| <u>64.8% Fr.</u> | | | | |
| <u>Island of</u> | | | | |
| <u>Montreal:</u> | | | | |
| Ile Jesus: | Auteuil | Chomedey | | |
| | Duvernay | Fabreville | | |
| | Laval des | Iles-Laval | | |
| | Rapides | Laval-sur-le | | |
| | Pont-Viau | Lac | | |
| | St. Elzear | Ste. Dorothee | | |
| | St. Francois | | | |
| | Ste. Rose | | | |
| | St. Vincent | | | |
| | de Paul | | | |
| Part of | Jacques | Boucherville | Greenfield | |
| Chambly | Cartier | Lafleche | Park | |
| County | | LeMoyne | Preville | |
| | | St. Bruno de | St. Lambert | |
| | | Montarville | | |
| | | St. Hubert | | |
| Part of Deux | | St. Eustache | St. Eustache | |
| Montagnes | | | sur-le-lac | |
| County | | | | |
| Part of | Laprairie | Brossard | Indian Reserves | |
| Laprairie | Ste. Catherine- | Candiac | | |
| County | d'Alexandrie- | Delson | | |
| | de-Laprairie | Notre-Dame | | |
| | St. Constant | | | |
| Part of | Charlemagne | | | |
| L'Assomption | Repentigny | | | |
| County | | | | |
| Part of | | | | |
| Terrebonne | Ste. Therese | | Rosemere | |
| County | | | | |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF QUEBEC (Cont'd)

7. (b) (iv) - (Cont'd)

| Montreal | Official language minority English | | Official language minority French | |
|--|---------------------------------------|--------------|--------------------------------------|--------------|
| | Less than 10% | 10% and over | Less than 10% | 10% and over |
| <u>Metropolitan Census Div. (Cont'd)</u> | | | | |
| Part of | Dorion | | | |
| Vaudreuil | Ile-Perrot | | | |
| County | N.D.-de-l'Ile-Perrot | | | |
| | Pincourt | | | |
| | Pointe-du-Moulin | | | |
| | Terrasse-Vaudreuil | | | |
| Part of | Chateaugay | | Chateaugay | |
| Chateaugay | Chateaugay | | Heights | |
| County | Centre Lery | | | |

PROVINCE OF ONTARIO

- 8.
- (a) Total population: 77.5% English 6.8% French
- (b) Areas with an official language minority of 10% or higher:
- (i) Counties
- | | |
|-------------|---------------|
| Carleton | 22.9% French |
| Glengarry | 47.5% French |
| Prescott | 16.2% English |
| Russell | 20.1% English |
| Stormont | 36.6% French |
| Essex | 10.7% French |
| Algoma | 11.8% French |
| Cochrane | 39.4% English |
| Nipissing | 36.0% French |
| Sudbury | 33.1% French |
| Temiskaming | 26.7% French |
| (Renfrew) | (6% French) |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF ONTARIO (Cont'd)

(b) (ii) Towns and cities

| | |
|---------------|---------------|
| Cornwall | 42.4% French |
| Elliot Lake | 27.8% French |
| Pembroke | 10.3% French |
| Port Colborne | 10.0% French |
| Welland | 16.6% French |
| Ottawa | 21.3% French |
| Riverside | 10.3% French |
| Sudbury | 29.1% French |
| Timmins | 40.9% French |
| North Bay | 18.6% French |
| Windsor | 8.4% French |
| Eastview | 34.0% English |

(iii) Incorporated districts, municipal divisions, etc.

| | |
|---------------------------------|--------------|
| Elliot Lake | 27.8% French |
| Gloucester township | 39.6% French |
| Sandwich E. Township | 15.1% French |
| Sandwich W. Township | 11.1% French |
| Tech township (Kirkland Lake) | 18.8% French |
| Tecumseh (town) | 34.9% French |
| Widdifield township (North Bay) | 20.4% French |

(iv) Ottawa

| | | |
|---|---------------|--------------|
| -- City | 70.7% English | 21.3% French |
| -- Metropolitan census district includes: | 55.7% English | 37.7% French |
| -- Part of Carleton County | | |

| | |
|---------------------|---------------|
| Ottawa | 21.3% French |
| Eastview | 34.0% English |
| Gloucester Township | 39.6% French |
| Nepean Township | 3.3% French |
| Rockcliffe Park | 10.4% French |

-- Part of Hull (Quebec) County

| | |
|------------------------------------|---------------|
| Hull (city) | 8.1% English |
| Gatineau | 11.7% English |
| Pointe-Gatineau | 3.0% English |
| Templeton | 14.3% English |
| West Templeton | 37.2% English |
| Aylmer | 41.3% English |
| Deschene | 30.1% English |
| Part of municipality of South Hull | 45.1% French |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF ONTARIO (Cont'd)

(v) Sudbury - Metropolitan census area 30.7% French

Part of Sudbury County:

| | |
|--------------------------|---------------|
| Sudbury | 29.1% French |
| Bleazard Township | 33.9% English |
| Chelmsford | 19.3% English |
| Coniston | 30.4% French |
| Copper Cliff | 4.5% French |
| Lively | 7.7% French |
| Neelon & Garson township | 23.7% French |
| Rayside township | 23.7% English |
| Waters | 8.5% French |
| Unorganized | 11.2% French |

(vi) Windsor - Metropolitan census area 10.3% French

Essex County and localities of:

| | |
|----------------------|--------------|
| Windsor | 8.4% French |
| Ojibway township | 0.0 French |
| Riverside township | 10.3% French |
| St. Clair Beach | 8.4% French |
| Sandwich E. township | 15.1% French |
| Sandwich W. township | 11.1% French |
| Tecumseh | 34.9% French |
| Sandwich S. township | 5.8% French |
| Riverside (town) | 10.3% French |

(vii) Toronto

-- City of Toronto 66.7% English 2.0% French

-- Metropolitan census division of Toronto:

76.6% English 1.4% French

(viii) Timmins 46.2% English 34.3% French

The "urban area" of Timmins is defined as: part of Cochrane county comprising

| | |
|-----------------------|---------------|
| Timmins | 34.3% French |
| Mountjoy t. (part of) | 21.5% English |
| Tisdale t. (part of) | 6 % French |
| Whitney t. (Part of) | 14.3% French |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF MANITOBA

- 9.
- (a) Total population 64.4% English 6.6% French
 - (b) Areas with an official language minority of 10% or higher:
 - (i) No statistics are available for counties
 - (ii) Incorporated cities and towns
 - St. Boniface 35.5% French
 - (iii) The metropolitan census area of Winnipeg comprises the following:

| | |
|-----------------|--------------|
| Winnipeg (city) | 2.8% French |
| Assiniboia | 6.7% French |
| Brooklands | 3.1% French |
| Charleswood | 2.7% French |
| East Kildonan | 1.2% French |
| Fort Garry | 8.1% French |
| Kildonan | 0.7% French |
| Old Kildonan | 1.4% French |
| St. Boniface | 35.5% French |
| St. James | 1.9% French |
| St. Paul E. | 0.7% French |
| St. Paul W. | 1.7% French |
| St. Vital | 1. % French |
| Transecona | 5.6% French |
| Tuxedo | 0.6% French |
| West Kildonan | 1. % French |
 - (c) The following should be noted:

| | |
|--------------------|-------------|
| Flin Flon | 2.9% French |
| Portage la Prairie | 3.4% French |

PROVINCE OF SASKATCHEWAN

- 10.
- (a) Total population: 69.6% English 3.9% French
 - (b) The Bulletin lists no municipalities with an official language minority of 10% or higher.
 - (c) The following should be noted:

| | |
|---------------|-------------|
| Prince Albert | 8.4% French |
| Saskatoon | 1.8% French |

LANGUAGE USAGE GUIDE (Cont'd)

PROVINCE OF ALBERTA

- 11.
- (a) Total population: 72.3% English 3.2% French
 - (b) Areas with an official language minority of 10% or higher:
 - Bonnyville 19.7% French
 - Sturgeon County 10.3% French
 - (c) The following should be noted:
 - Edmonton 3.1% French
 - Jasper Place 3.3% French

PROVINCE OF BRITISH COLUMBIA

- 12.
- (a) Total population: 89.4% English 1.7% French
 - (b) Areas with an official language minority of 10% or higher:
 - Coquitlam 11.1% French
 - (c) The following should be noted:
 - Port Alberni 4.6% French

YUKON

- 13.
- Total population: 74.3% English 3.0% French

NORTHWEST TERRITORIES

- 14.
- Total population: 31.2% English 4.3% French

